

1979  
**PERSONAL BENEFIT SUMMARY**

502 SEC # 1602  
DAVID P LALIBERTE  
5070 BAYSIDE  
TROY MI 48060



## Health Care BENEFITS

### Basic Coverages

100% of semiprivate room, board, and other hospital charges for up to 365 days, or 730 days in an approved nursing facility.

100% of covered doctors' charges for surgery, obstetrics, anesthesia, hospital visits, and consultations.

100% of the charge in excess of \$3 for each covered prescription, plus charges for outpatient hospital emergency care, lab, x-ray, and certain other services.

Hearing aid benefits after one year of service.

### Dental Care Coverage

After one year of service, while you are actively at work, the plan pays:

100% of fees for examinations and cleaning, 90% for fillings, x-rays, and extractions, and 50% for bridgework, dentures, and teeth straightening. The maximum dental benefits are \$750 per person per year, with a lifetime maximum of \$650 per eligible person for teeth straightening.

### Vision Care Coverage

Benefits provide for examination, lenses and certain frames. Total copayment for each covered individual during any 12 consecutive months generally will not exceed \$12.50 for covered services and materials.

### Major Medical Coverage

For expenses not paid by your basic coverages:

100% of certain additional doctors' charges, and 80% of any remaining medical expenses which exceed the annual deductible amount of \$50 for you or an eligible family member, or \$100 for all eligible family members. Your total out-of-pocket cost (for other than outpatient psychiatric care) would not be more than \$550 per year for each individual, unless the \$25,000 maximum reimbursable amount per year for each individual is exceeded. There is no maximum on lifetime benefits.

**YOU AND ELIGIBLE FAMILY MEMBERS ARE ENROLLED FOR: BASIC, DENTAL, VISION AND MAJOR MEDICAL COVERAGE.**



## Retirement INCOME

Through December 31, 1978, your credited service is **4 YRS AND 2 MO**. You contributed **\$215.28** prior to July 1, 1977, and **\$293.85** after that date. If you work for GM until you reach age 65 in **2016** your estimated monthly retirement income would be:

From the Retirement Program	
—Noncontributory benefits.....	\$481
—Contributory benefits.....	\$635*
From Social Security	
—Yourself.....	\$650
—Dependent spouse at age 65.....	\$325

Estimated retirement benefits are based on:

- The assumption that your current pay will stay the same until retirement.
- Retirement payments for your lifetime only (if you elect a survivor option, benefits would be reduced).

Estimates of your retirement income at other ages are available upon request from your Personnel Office.

**\*ASSUMES CONTINUED CONTRIBUTIONS TO AGE 65 AND NO WITHDRAWALS.**

Total ..... \$2,907

**Plus**

If you retire from GM (except at employee option between ages 55 and 60 when your age and credited service total less than 85):

- You may take your Savings-Stock Purchase Program account in a lump sum, or convert part of your account to a lifetime annuity.



• Your health care coverage will be continued for your lifetime.

• A portion of your life insurance and Personal Accident Insurance may be continued for your lifetime. Reduced Optional Life Insurance may be continued until age 70.



# Savings-Stock Purchase PROGRAM

**Total Value of your Account Dec. 31, 1978**

GM Common Stock @ \$54.31	\$2,970
Diversified U.S. Securities @ \$167.76	\$657
U.S. Savings Bonds (at cost)	\$505
Income Fund	\$155
Equity Index Fund @ \$112.15	\$20
Cash	\$20
<b>Total</b>	<b>\$3,907</b>

The statement below shows your account status after the class distribution for 1975, if any. Shares of GM stock purchased with GM's contributions and with dividends during 1976, 1977 and 1978 are subject to being "earned out" in accordance with the terms of this Program.

**ANNUAL STATEMENT OF ACCOUNT**

		Classes Earned Out		Classes Not Earned Out		TOTALS
		Through 1975	1976	1977	1978	
Your Savings			\$1,011	\$1,230	\$300	\$2,541
1. U.S. Savings Bonds			\$505.50			\$505.50
2. Diversified U.S. Securities		UNITS	UNITS	3.9175 UNITS		3.9175 UNITS
3. GM Common Stock		SHARES	7.2914 SHARES	8.8533 SHARES	2.4752 SHARES	18.6199 SHARES
4. Income Fund					\$155.92	\$155.92
5. Equity Index Fund		UNITS	UNITS	UNITS	UNITS	UNITS
Cash Balance Plus Interest			\$20.07			\$20.07
Purchased with Your Savings						
Purchased with GM Contributions		GM Common Stock	7.2914 SHARES	10.6240 SHARES	2.9701 SHARES	20.8855 SHARES
Purchased with all Dividends		GM Common Stock	3.9276 SHARES	3.5857 SHARES	.3086 SHARES	7.8239 SHARES

(\*) - SEE STATEMENT ABOVE



## Disability INCOME

If you become disabled you may be eligible to receive salary continuation and/or disability benefits of \$1,041 PER MONTH FOR 8 WEEKS AND \$1,097 PER MONTH FOR THE NEXT 40 WEEKS.

If you remain disabled, you may be eligible for continuing disability benefits from several sources, totaling \$677 per month to age 32. Thereafter, you may be eligible for continuing Social Security benefits of \$448 per month plus GM retirement\* benefits of \$0 per month payable for life.

In addition, if you have a dependent spouse and one or more children, they could receive up to \$334 per month from Social Security.

\*Retirement benefits are projected only for employees with ten or more years of credited service.

### Plus

Depending on your eligibility and enrollment status, other benefits may be payable if you are totally and permanently disabled:

- For employees with less than 10 years of credited service when first disabled, payout of basic life insurance in monthly installments following expiration of extended disability benefits.
- Monthly installments of Personal Accident Insurance.
- Entire account balance under GM Savings-Stock Purchase Program, including GM's contributions.



## Survivors BENEFITS

In the event of your death while employed by GM, the following payments will be made to your beneficiary:

### Monthly Payments\*

From the Insurance Program:

\$250 to an eligible survivor, for up to 24 months (\$150 if certain Social Security benefits are payable). Thereafter, if you had a spouse at least age 45 when you died, \$250 a month would be paid until age 62 or remarriage or entitlement to unreduced Social Security because of your death.

From the Retirement Program:

A noncontributory benefit of **NOT ELIGIBLE** for your spouse's lifetime when Insurance Program survivor benefits are not payable or are waived.

(B) Contributory benefits of \$20 PER

### Lump-sum payments

\$35,100	Basic Life Insurance
\$87,800	Optional Life Insurance
\$3,907	Savings-Stock Purchase account
SEE (B)	Retirement Program contributions
\$255	Social Security death payment

\$127,062

### Total

Plus, if death is accidental, one or more of these additional payments:

\$17,550	Extra Accident Insurance
\$17,550	Extra Accident Insurance (while on company business)
NOT ELECTED	Personal Accident Insurance

spouse's lifetime in lieu of return of contributions.  
From Social Security:

Social Security could pay a surviving spouse and  
children as much as \$700 PER MONTH.

\*Assumes you have been married at least one  
year and your spouse is the same age as you.

Optional Dependent Insurance:

\$25,000 Life Insurance—spouse  
\$5,000 Life Insurance—each child  
NOT Personal Accident Insurance  
ELECTED

Plus

GM will pay for health care coverages for your  
spouse and eligible children if you die while  
actively employed provided you:

- 1) Elected the Retirement Program  
contributory surviving spouse option and  
had 10 years of credited service, or
- 2) Were eligible to retire voluntarily (except  
between ages 55 and 60 when your age and  
credited service total less than 85).



*Adding it All Up...*

The combined GM Benefit Plans add  
significantly to the total pay you receive for the  
work you do. On an annualized basis,

YOUR SALARY IS ..... XXXX  
COST OF LIVING ALLOWANCE... \$2,142  
COST TO GM FOR YOUR BENEFITS  
INCLUDING \$207 FOR SOCIAL  
SECURITY BENEFITS..... \$6,484  
TOTAL..... XXXX

\*\$ 1,930 OF YOUR SALARY IS  
PAID TO YOU FOR YOUR VACATION  
AND HOLIDAYS. YOU ARE ENTITLED TO  
2.5 WEEKS OF VACATION IN CALENDAR  
YEAR 1979 PLUS SUPPLEMENTAL TIME  
OFF EQUIVALENT OF 5 DAYS. THERE  
ARE 13 HOLIDAYS DURING THE 1979  
MODEL YEAR.

AS OF DECEMBER 31, 1978: 1,7251  
SHARES OF GM COMMON STOCK WITH  
A TOTAL VALUE OF \$91.69 WERE  
BEING HELD IN YOUR EMPLOYEE  
STOCK OWNERSHIP PLAN ACCOUNT. IF  
YOU HAVE ELECTED TO CONTRIBUTE  
TO THE PLAN, ADDITIONAL SHARES  
OF STOCK PURCHASED WITH YOUR  
CONTRIBUTIONS AND MATCHED WITH

GM's cost for your benefits is even higher than  
indicated, because you enjoy many other  
benefits that have not been detailed in this  
statement. These include:

- Salary continuation payments
- Unemployment and Workers Compensation
- Tuition Refund Plan
- GM layoff or separation allowance benefits
- Suggestion Plan
- Product discounts

When you add it all up, it is an impressive  
package—a package with a value to you that  
goes well beyond its cost.

GM CONTRIBUTIONS WILL BE ALLO-  
CATED TO YOUR ACCOUNT. YOU WILL  
RECEIVE A SEPARATE STATEMENT OF  
YOUR ACCOUNT FOLLOWING RECEIPT  
BY GENERAL MOTORS FROM THE  
INTERNAL REVENUE SERVICE OF A  
FAVORABLE DETERMINATION REGARD-  
ING THE RECENT PLAN MODIFICA-  
TIONS.